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General Assembly

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Fifty-third session
Fifth Committee
Agenda item 17 (f)
Appointments to fill vacancies in subsidiary organs and other appointments: International Civil Service Commission

Appointment of members of the International Civil Service Commission

Note by the Secretary-General

1. As indicated in document A/53/106 of 8 June 1998, it will be necessary for the General Assembly, during its current session, to appoint five persons to fill vacancies that will occur in the membership of the International Civil Service Commission, beginning on 1 January 1999.

2. The members of the Commission whose terms of office expire on 31 December 1998 are:

Mr. Mohsen Bel Hadj Amor (Tunisia)
Mrs. Turkia Daddah (Mauritania)
Mr. Jaroslav Riha (Czech Republic)
Mr. Wolfgang Stöckl (Germany)
Mr. Carlos S. Vegega (Argentina)

Thus, the members to be appointed should come from the following regions:

Two members from the African States;
One member from the Eastern European States;
One member from the Latin American and Caribbean States;
One member from the Western European and Other States.

3. The Member States have submitted the following candidatures:

(a) For the Group of African States (two vacancies):

Mr. Mohsen Bel Hadj Amor (Tunisia)
Mrs. Turkia Daddah (Mauritania)

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(b) For the Group of Eastern European States (one vacancy):

Mr. Eugeniusz Wyzner (Poland)

(c) For the Group of Latin American and Caribbean States (one vacancy):

Mr. Carlos S. Vegega (Argentina)

(d) For the Group of Western European and Other States (one vacancy):

Mr. Wolfgang Stöckl (Germany).

4. The appointment of the members of the Commission is governed by the provisions of articles 3, 4 and 5 of its statute. Pursuant to those provisions, and in accordance with paragraphs 3 and 4 of section II of General Assembly resolution 43/226 of 21 December 1988, the Secretary-General has undertaken consultations with Member States, through the Chairmen of the various regional groups, with the executive heads of the other organizations, with staff representatives through the Federation of International Civil Servants' Associations and the Coordinating Committee for Independent Staff Unions and Associations and with the Advisory Committee on Administrative and Budgetary Questions.

5. Regarding consultations with Member States, Mr. Eugeniusz Wyzner has been endorsed by the Group of Eastern European States, Mr. Carlos Vegega has been endorsed by the Group of Latin American and Caribbean States and Mr. Wolfgang Stöckl has been endorsed by the Group of Western European and Other States.

6. The Secretary-General thus submits to the Fifth Committee for its consideration the list of candidates nominated for membership in the International Civil Service Commission for a four-year term of office beginning 1 January 1999:

Mr. Mohsen Bel Hadj Amor (Tunisia)
Mrs. Turkia Daddah (Mauritania)
Mr. Eugeniusz Wyzner (Poland)
Mr. Carlos S. Vegega (Argentina)
Mr. Wolfgang Stöckl (Germany)

7. The curricula vitae of the candidates are set out in alphabetical order in the annex to the present note.

Annex

Curricula vitae

Mohsen Bel Hadj Amor (Tunisia)

Date and place of birth: 25 December 1935, Tunis.

Marital status: Married.

Education and professional development

Collège Sadiki, Tunis, Baccalauréat français, Baccalauréat tunisien.

Institut des Hautes Etudes, Tunis, Diploma in History and Literature.

Université de Paris (Sorbonne), Licencié ès lettres (Master of Arts).

Columbia University, New York – School of International Affairs, Certificate (Economics, international law, international relations, United Nations and specialized agencies, diplomacy).

Dag Hammarskjöld Foundation, Uppsala, Sweden. Seminar on "Structure, Role and Functions of the United Nations". Paper presented on "Evaluation of the achievements of the United Nations in relation to the needs of the Arab and African countries".

Training and study courses at:

State Department, Washington, D.C.

Ministry of External Affairs, Ottawa.

Provincial Administration, Toronto, Canada.

Foreign Office, London.

Ministry of Foreign Affairs, Paris.

Several specialized agencies of the United Nations, Geneva, and European Economic Community in Brussels.

Federal Ministry of Foreign Affairs, Belgrade.

Local administration, Sarajevo.

Languages

Arabic, French, English, Spanish, Italian.

Present functions

Minister Plenipotentiary, Ministry of Foreign Affairs, Tunis.
Chairman, International Civil Service Commission, United Nations, New York.
Elected in December 1990. Re-elected in November 1994.

Main previous functions

From 1982 to 1990

On secondment from the Ministry of Foreign Affairs, Tunis, to the Food and Agriculture Organization of the United Nations (FAO) in Rome as Director of Personnel of FAO and the World Food Programme (WFP). In this capacity also participated in various committees as:

Member — Programme and Policy Advisory Board (chaired by the Director-General).

Establishments Committee (chaired by the Director-General).

Establishments Subcommittee.

Interdepartmental Working Group on Training.

Advisory Committee on Compensation Claims.

Task Force on FAO/Italy Government Cooperative Programme.

B. R. Sen Awards Review Committee.

Steering Committee on Management Review.

Chairman — General Service Staff Selection Committee.

Working Group on General Service Remuneration and Related Conditions of Employment.

Joint Advisory Committee on Medical Coverage.

Chairman, FAO Staff Pension Committee (Director-General's Representative; since 1982 acted as Chairman or Vice-Chairman on many occasions).

Since 1982, representative of FAO at all sessions of:

Consultative Committee on Administrative Questions (CCAQ)

Vice-Chairman of CCAQ in 1988.

Chairman of CCAQ in 1989.

Represented CCAQ at the sessions of the Administrative Committee on Coordination (ACC) (1989).

International Civil Service Commission (ICSC).

United Nations Joint Staff Pension Board

Representative of the Director-General at all sessions of the Pension Board and its Standing Committee.

First Vice-Chairman of the Pension Board (1989–1990).

First Vice-Chairman of the Standing Committee (1985–1986).

Member of the search group of the Pension Board for the appointment of a new Secretary of the Pension Fund (1985–1986).

Diplomatic service (since 1965)

1965–1968 — Deputy Head, Department for the Americas and United Nations Affairs, Ministry of Foreign Affairs, Tunis.

Embassy of Tunisia, Rome

1969–1972	Commercial and Tourism Counsellor.
	Chargé de liaison with FAO and WFP.
1973–1975	Deputy Permanent Representative of Tunisia to FAO and WFP, Rome.
	Counsellor for economic and commercial issues.
1976–1981	Minister Counsellor, Permanent Representative of Tunisia to FAO, WFP, the International Fund for Agricultural Development (IFAD) and the World Food Council (WFC).
1981	Representative of Tunisia on the Executive Board of IFAD.

Prior to 1965

Various responsibilities:

Professeur de lycée (high school) in Paris and the United Kingdom of Great Britain and Northern Ireland.

In the administrative and international cooperation field, at the Ministry of Education and the Ministry of Finance, Tunis.

In the private sector, with the Societé Végé France, Paris, as junior executive (administration and budget).

Participation in meetings/activities of the United Nations and its specialized agencies

United Nations

Member of the Tunisian delegation to the General Assembly (1966) (1990).

FAO

1969–1981: Delegate/member of Tunisian delegation at all sessions of the FAO General Conference and Council, meetings of permanent committees on Agriculture, Fisheries, Forestry Commodity Problems and World Food Security and intergovernmental groups (including special sessions on commodities and intensive ad hoc intergovernmental consultations, UNCTAD/FAO in 1974), and ad hoc groups.

FAO regional conferences for Africa and the Near East.

Member of Working Group on composition and terms of reference of the Council, the Programme Committee, Finance Committee and Committee on Constitutional and Legal Matters.

Coordinator of the African Group at FAO and member of the Liaison Committee of the Group of 77.

Chairman of the Near East Group.

Participation in a number of drafting committees.

Finance Committee of FAO and WFP

Vice-Chairman and Acting Chairman (1975–1977).

Chairman (1978–1981).

World Food Programme

1969–1981: Delegate of Tunisia at all meetings of the Intergovernmental Committee (IGC) of the World Food Programme, and the Committee on Food Aid Policies and Programmes (CFA). On several occasions elected as member to the Budgetary Subcommittee.

World Food Conference

Member of the Tunisian delegation to the World Food Conference (1974).

Active participation in the various contact groups establishing new bodies, such as IFAD, CFA, WFC and the Committee on World Food Security.

World Food Council

1975–1981: Head of Tunisian delegation at all WFC sessions and at preparatory meetings.

IFAD

1975–1981: Head of Tunisian delegation at all meetings of countries associated with IFAD, at the United Nations conference on IFAD, and at meetings of the Preparatory Commission for the establishment of IFAD.

Deputy Governor (first session) and Acting Governor (second session) of the Board of Governors.

Executive Director of Tunisia to the Executive Board.

World Conference on Agrarian Reform and Rural Development

Deputy Head of delegation and Acting Chairman of the Conference (1979).

Others

Vice-Chairman of the consultation on technical and economic cooperation among developing countries in the field of food and agriculture.

Member of the Selection Committee for the B. R. Sen Award (for field officers) and the A. H. Boerma Award (for journalists) in FAO.

Other professional activities (1964–1981)

In Italy: Member of the Tunisian delegation on various missions on economic, financial and commercial negotiations and representative of Tunisia at:

Numerous meetings of experts in the financial and industrial sectors concerning the promotion of foreign investments in Tunisia;

Several annual general assemblies of Banks;

Annual Assembly of the Industrial Employers Association (CONFINDUSTRIA);

	Conference of the Institute of Marine Studies on the problem of fishing in the Mediterranean and the commercialization of fish products (1971);
	International Symposium on the harmonization of private law and private international law in the commercial field in Africa (1972);
	A number of congresses, seminars, symposia and round tables on economic, trade and agricultural issues of particular interest to countries of the Mediterranean area and dealing with relationships between the European Economic Community, Africa and the Arab world.
In Tunisia:	Participation in several seminars on foreign trade and on problems related to the development of the economy and tourism.
In the United States of America:	Delegate of Tunisia to the Third Annual International Conference of the Blair Academy of Blairstown, New Jersey, on economic and political problems in the Middle East (1967).
	Participation in a number of symposia on various topics concerning Africa and the Arab world.
In the United Kingdom:	Participation in several round-table meetings on political and economic problems in Africa and the Arab world.

From 1976 to 1989, undertook numerous negotiation missions in Africa and Asia as Special Representative of the Director-General of FAO.

Head of FAO recruitment missions to Canada, Japan and the United States.

Other information

Prolonged residence and/or extensive travel for purposes of study or for professional reasons in the following countries:

Africa: Angola, Benin, Burkina Faso, Burundi, Cameroon, Central African Republic, Côte d'Ivoire, Egypt, Kenya, Libyan Arab Jamahiriya, Madagascar, Mali, Morocco, Mozambique, Niger, Sierra Leone, South Africa, United Republic of Tanzania, Togo, Zaire, Zimbabwe;

Asia: Cambodia, China, Hong Kong China, India, Indonesia, Japan, Lao People's Democratic Republic, Philippines, Singapore, Thailand, Viet Nam;

Europe: Austria, Belgium, Denmark, France, Germany, Greece, Hungary, Italy, Netherlands, Romania, Sweden, Switzerland, United Kingdom, Yugoslavia;

Latin America and the Caribbean: Colombia, Cuba, Haiti, Mexico;

Middle East: Syrian Arab Republic;

North America: Canada, United States;

Official visits to China at the special invitation of the Government of China in 1980 and 1994.

Decorations

Officier de l'Ordre de la République tunisienne.

Officier de l'Ordre du Mérite Agricole français.

Turkia Ould Daddah (Mauritania)

Family status: Married, one daughter

Current post: Director-General, International Institute of Administrative Sciences

Areas of activity

Public administration and administrative reform – institution-building

The problem of consolidating the State. Adaptation of public administration to the sociocultural environment in third world countries to promote endogenous local development.

Issues relating to the civil service and State personnel management.

Education and training of civil servants.

Adaptation of State personnel management policies to the imperatives and constraints of socio-economic development

Women and development

Design of policies or elaboration of projects to increase women's participation in the development process, taking into consideration the sociocultural values of the societies in question in Arab countries and in African countries.

Study of sociocultural values in direct or indirect relation to Islam.

Educational systems

Reconciliation of the imperatives of the modern world and of technology with respect for cultural identity.

Curricula and teaching methods.

Specific features of women's education.

University studies

Diplôme d'études supérieures (Diploma of postgraduate studies), University of Paris (Sorbonne).

Diploma in sociology, École pratique des hautes études, Paris.

Holder of Certificat d'aptitudes pour l'enseignement secondaire (French secondary-school teacher's certificate).

Professional activities

Teaching

1961–1963 Secondary-school teacher in Nouakchott. Contributed to the adaptation of educational programmes to the particularities of the country through the introduction of the study of francophone African authors and through

	the design and implementation of a civics programme to introduce students to civic culture, in terms of the State and the general interest.

Diplomacy

1963–1966	Responsible for relations with UNESCO, Embassy of Mauritania in Paris.
	Study of educational issues at the national and international levels.
1966, 1970, 1981, 1987	Member of the Mauritanian delegation to the United Nations.

General Assembly

1968	Vice-Chairman of the Third Committee (social and cultural affairs, advancement of women, human rights).
1969	Chairman of the Third Committee.
1970–1972	Head of delegation.
1982	Vice-Chairman of the Special Political Committee (refugees, questions relating to information, etc.).

Functional commissions of the United Nations

1966–1969	Representative of Mauritania in the Commission on the Status of Women.
	In that capacity, participated in several international seminars and meetings, including the Helsinki seminar on the political rights of women.
	Member of the Mauritanian delegation to the 1975 World Conference of the International Women's Year in Mexico City.
	Representative of Mauritania in the Social Commission.
1968–1972	Representative of Mauritania in the Commission on Human Rights.
	In that capacity, participated in several international seminars and meetings, including the International Conference on Human Rights held in Tehran in April–May 1968.
1972–1974	Representative of Mauritania in the Population Commission.
	In that capacity, headed the Mauritanian delegation to the International Conference of Ministers Responsible for Social Welfare (3–12 September 1968).
	Was appointed by Secretary-General U Thant to serve as a member of the Governing Council of the United Nations Population Fund.

Civil service

1970–1972	General Secretary, Ministry of Foreign Affairs and Cooperation. Officer in charge of the administrative and financial management of a ministerial department dealing with foreign affairs and sources of development assistance. Practical knowledge of the mechanisms and sensibilities that characterize the complex relations between donor and recipient countries and between the political and administrative authorities in a third world country.

1973–1979 Director, National School of Administration (ENA).

Administrative and financial management of an institution of higher education. Definition of the objectives and educational orientation of an institution providing training for high- and mid-level civil servants in all areas of the Administration and providing advanced training for public officials. Establishment, within the National School of Administration, of a documentation and research centre responsible for collecting, organizing and disseminating the documentation needed for both the training and the activities of civil servants (for example, the first tax code after Mauritania's independence was conceived and formulated in the documentation centre of the National School of Administration, then widely disseminated to the various administrative departments and to private companies). Responsible for initiating and monitoring the work of teachers, students and civil servants in charge of courses on topics relating to the country's development; responsible for disseminating, to the various State departments, concepts without which socio-economic development is impossible, such as the importance of statistical and technical information for decision-making, information on available human resources and forward planning in the area of personnel management, and the administrative management of development projects and their evaluation.

Research and publications

Scientific activities

1979–1981 Special assignment to the International Institute of Administrative Sciences, Brussels (1979–1980): in charge of extending the Institute's activities to cover African and Arab countries and keeping track of administrative issues in the two regions. Coordinator in charge of a research project on public administration in Africa (Final report: "Pour une administration publique africaine adaptée à l'environnement socio-culturel: Réalités et propositions" (Towards an African public administration adapted to the sociocultural environment: realities and proposals)). In this connection, took part in several international meetings, including the Administrative Science Congresses held in Madrid (1980) and Berlin (1984).

Publications

"L'éducation et la formation en Mauritanie dans la perspective du développement endogène" (Education and training in Mauritania viewed from the endogenous development aspect) (MAN 6 SS 81/WS/67 UNESCO).

"Rapprochement entre l'administration publique et les populations: problèmes et méthodes dans les contextes socio-culturels de l'Afrique" (Bringing public administration closer to the population: problems and methods within the social and cultural contexts of Africa) (MANIOF SS 82/WS/73 UNESCO).

Studies for the journal *L'Africaine Contemporaine (documentation française); valeurs socio-culturelles et administration publique*, January–February 1983.

"La coopération administrative internationale" (International cooperation in administration), *Revue française d'administration publique*, No. 50 (April–June 1989).

Various articles on the status of women ("Afrique Monde Arabe – Monde Musulman" (Africa: Arab world, Muslim world)), on problems in public administration and on international cooperation in the field of public administration.

Consultant and international expert

Consultant for the implementation of programmes and the conduct of training courses in public administration for development, International School of Public Administration, Bordeaux.

Member, Mauritanian Commission for Administrative Reform (since 1983). In this capacity, chaired a subcommission whose report contributed to the decision taken by the political authorities to provide all regional capitals, departmental executives and local communities with freely elected municipalities.

Member, International Civil Service Commission (since 1985). Elected by the General Assembly as an independent expert.

National expert involved in drawing up and implementing a project on institution-building and administrative reform under the auspices of the World Bank.

Design, organization and conduct of study and discussion groups aimed at launching the project and at motivating and involving high-level civil servants in various stages of reform. These activities were conceived and implemented in collaboration with the International Development Training Institute (René Springuel).

Design of a five-year advanced training programme for public officials, with the participation of high-level civil servants and in collaboration with the International Institute for Public Administration (Paris) and the International Development Training Institute (Washington).

Design and conduct of a performance improvement workshop for the Ministry of the Interior, in collaboration with the International Development Training Institute, Washington.

Contribution to an ongoing study for the development of a State personnel management policy, in collaboration with Cegos, Paris (management training and consultancy organization).

Current posts

Director-General of the International Institute of Administrative Sciences.

Member of the International Civil Service Commission of the United Nations. Elected in 1985.

Vice-President of the Executive Council of the Union of International Associations.

Languages: French, Arabic, English.

Decoration: Commander of the French Order of Merit.

Wolfgang Stöckl (Germany)

Born on 11 June 1948 in Calden, Germany.

Married.

Current position	First Counsellor, German permanent delegation to the Organisation for Economic Cooperation and Development (OECD), Paris; in charge of Public Management Committee, Coordinating Committee on Remuneration.
Since 1997	Member, International Civil Service Commission (ICSC).

Prior activities and positions

1997	Chairman, Committee for Programme and Coordination (CPC).
1995–1997	Member, Advisory Committee for Administrative and Budgetary Questions (ACABQ).
1991–1997	Counsellor, Permanent Mission of Germany to the United Nations in charge of United Nations reform, common system and personnel questions.
	Delegate to the Fifth Committee of the General Assembly.
	Representative in the Committee for Programme and Coordination, Rapporteur in 1993, Vice-Chairman in 1995.
1990 (April–October)	Special Adviser for Administrative, Budgetary and Personnel Questions to the Minister for Foreign Affairs of the German Democratic Republic.
1989	Deputy Director, Division for Organization and Management, German Foreign Office.
1985	Chief, Headquarters Inspection Unit, German Foreign Office.
1983–1985	Director of the German-Saudi Arabian Liaison Office for Economic Affairs, Riyadh.
1980–1983	German Consul in Cairo.
1979	Assistant to the Director, German Diplomatic Training Institute.
1977	Joined German Foreign Office.
1976	Ministry of the Interior, State of Hesse, in charge of civil service remuneration issues.
1973–1974	Assignments as assistant judge and assistant attorney, Ministry of Justice, State of Hesse.
1972–1980	President of the City Council of Melsungen, Germany.

Educational background

1977	Diplomatic Training Institute, Bonn.
1975–1976	Postgraduate Diploma in Public Administration at the Graduate School of Public Administration, Speyer.
1975	Second State Examination in Law (Bar Examination).
1972	First State Examination in Law (Master's Degree).
1967–1971	Law studies at the University of Marburg.
Publications:	Various publications on administrative, budgetary and personnel issues.
Languages:	English, French, some Arabic and Spanish.

Carlos S. Vegega (Argentina)

Professional background

United Nations

1985	Vice-Chairman, International Civil Service Commission (ICSC), and Chairman, Advisory Committee on Post Adjustment Questions (ACPAQ).
1979–1983	United Nations Assistant Secretary-General:
	Assistant Administrator, United Nations Development Programme (UNDP).
	Regional Director, Regional Bureau for Latin America.
	Acting Director, Office for Projects Execution (OPE).
	Special Senior Adviser, United Nations Capital Development Fund.
	Acting Assistant Administrator, Bureau for Special Activities (UNDP).
1973–1979	Deputy Assistant Administrator, Regional Bureau for Asia and the Pacific (UNDP).
1971–1973	Deputy Regional Director, Regional Bureau for Latin America and the Caribbean (UNDP).
1966–1971	Chief, Latin America and the Caribbean Division, Bureau of Operations (UNDP).
1962–1966	Deputy Director, Joint Administrative Division, Technical Assistance Board.
1960–1962	Coordinator for Civilian Affairs, United Nations Operations in the Congo, Office of the Secretary-General.
1959–1960	Liaison Officer with the regional economic commissions, Regional Economic Commissions Section, Economic and Social Council secretariat.
1956–1959	Programme Management Officer, in charge of the Subregional Office for Mexico, Central America and Panama (based in Mexico), Technical Assistance Administration.
1953–1956	Personnel Officer, Administrative and Financial Services.
1952–1953	Area Officer, Technical Assistance Administration.

Government of Argentina

1950–1951	Chief, Division of Coordination and Research, National Economic Council.
1949–1950	Technical Adviser, National Economic Council.
1946–1949	Technical Adviser, Department of Economic Policies, Ministry of Finance.

1945–1946	Chief, Foodstuffs Section, National Export Directorate, Department of Commerce.

Other professional activities

1984	Management Consultant, Estudio Vegega, Buenos Aires (included participation in a working group on organization, management and personnel administration in UNESCO, and missions on behalf of UNDP for the Interim Mekong Committee and to China).
1951–1952	General Manager, Instituto Lanús, S.A. (market research organization), Buenos Aires.
1943–1949	External Auditor, Organización Argentina de Estudios Administrativos y Contables, Buenos Aires.

Had many special assignments, including membership in many committees and participation in national and international conferences.

Mentioning only those activities of direct relevance to ICSC, he was member of the Consultative Committee on Administrative Questions, President of the UNDP Appointment and Promotion Board, member of the UNDP Joint Advisory Committee, member of the Appointment and Promotion Committee, and member of the Panel of Chairmen of the Joint Appeals Board; and he represented the Government of Argentina on the Committee to Review the Salary System of Federal Employees.

He was also a research assistant in the Economic Analysis Institute of the University of Buenos Aires, and later Assistant Professor of Economics.

Education

1947	Ph.D in Economics (with honours), National University of Buenos Aires, Argentina.
1945	Certified Public Accountant, National University of Buenos Aires, Argentina.
1947–1948	Fiscal Policies, Hall of Nations Fellow, School of Social Sciences and Public Affairs, American University, Washington, D.C.
1947–1948	Internship in Fiscal Administration, United States Bureau of the Budget, Washington, D.C.

Born in Buenos Aires. Married to Helen Constance Rzeczkowska.

Eugeniusz Wyzner (Poland)

Education:	Law degree (international law), Warsaw University.
	Postgraduate studies at the Hague Academy of International Law.
Current position:	Ambassador, Permanent Representative of Poland to the United Nations.

Professional experience with executive and personnel management responsibilities in public administration (article 3 of the ICSC statute)

At the United Nations Secretariat, he served as Under-Secretary-General for Public Information (1992–1993) and Under-Secretary-General for Conference Services and Special Assignments (1982–1992). While managing those two large departments, he was personally involved in the development and implementation of various reform and efficiency measures, in order to provide professional and effective conference and information services to Member States.

Over a long period of time, he participated in the work of United Nations bodies dealing with various aspects of personnel issues. He was Chairman of the Appointment and Promotion Board (1991–1993), of the Steering Committee for the Improvement of the Status of Women in the Secretariat (1989–1992) and of the Publications Board (1982–1993). He also was a member of the Programme Planning and Budgeting Board (1984–1993), and the Secretariat Group on Administrative Reform (1983–1984).

In his national civil service, he has held a wide range of posts requiring managerial competence. He was the Secretary of State and First Deputy Minister for Foreign Affairs of Poland in 1996 and 1997. From 1994 to 1995, he was the Parliamentary Secretary and Deputy Minister for Foreign Affairs of Poland. During that period (1994–1997), he was Vice-Chairman of his country's delegation to the General Assembly.

From 1973 to 1978, he was his country's Permanent Representative to the United Nations Office at Geneva. In 1978, he became Director of the Department of International Organizations in the Ministry of Foreign Affairs of Poland. His executive career at the Foreign Ministry began as Head of the Treaties Section. Later, he became Deputy Director (1968) and Director (1971) of the Ministry's Legal and Treaties Department.